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COLLECTIVE AGREEMENT SURVEY IN THE BUILDING TRADES OF THE CONSTRUCTION INDUSTRY

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ECONOMICS AND RESEARCH DIVISION
NOVA SCOTIA DEPARTMENT OF LABOUR

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COLLECTIVE AGREEMENT SURVEY
IN THE
BUILDING TRADES
OF THE
CONSTRUCTION INDUSTRY

ECONOMICS AND RESEARCH DIVISION
NOVA SCOTIA DEPARTMENT OF LABOUR
HALIFAX, NOVA SCOTIA

HONOURABLE LEONARD L. PACE, Q.C.
MINISTER

R. E. ANDERSON
DEPUTY MINISTER

FOREWORD

A program of continuing research in the area of industrial relations has resulted in the publication of several collective agreement surveys by the Economics and Research Division of the Nova Scotia Department of Labour. Specialized studies on an industry basis have been the order of the day.

Previously, studies of this type were conducted in 1967 and 1969. However, more recent data was needed to supplement our research program in this field particulary as the majority of union contracts are of a two-year duration, and new trends and patterns have been emerging since the publication of the last study.

For the purpose of this survey, the building trades encompass all those unionized workmen engaged in or assisting in the erection of lumber, lumber productions, structural steel, brick and stone masonry when those products are being incorporated into a building. The workers include those who are actually involved in the erection process or in assisting or serving as helpers or those engaged in the transportation or hoisting of construction materials on the job to any of the trades. Types of work covered in this analysis include plumbing, steamfitting, welding, sheet metal, plastering, metal lathing, bricklaying and stone masonry, tile laying, marble work, terrazo work, terrazo grinding, carpentry, labour, pipefitting and electrical work.

The cooperation of both union and management officials, without whose help this Survey would not have been possible, is gratefully acknowledged.

This Survey was compiled by Mr. Ken Horne of the Economics and Research Division.

Jean Dobson (Mrs.)
Director

Economics and Research Division
Nova Scotia Department of Labour
Halifax, Nova Scotia

- 1971 -

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INTRODUCTION

An estimated 16,000[1] people are employed in the construction industry in Nova Scotia, with the building trades sector[2] accounting for over 80 percent of the total. Some 10,000[3] construction workers in the Province are members of a trade union accounting for approximately 63 percent of the total estimated employment in this industry.

Of the 73 collective agreements analyzed, 15 covered the region west of Halifax; 12 referred to Cape Breton Island, including three for Sydney; 17 were Provincial agreements; 12 covered the counties east of Halifax, while 14 specified the Halifax-Dartmouth area. Twelve of the 14 agreements in the Halifax-Dartmouth area were with the Construction Association of Nova Scotia.

Although the tables presented are for the Province as a whole, a written account of regional highlights is included. The regions selected for this purpose are: Halifax-Dartmouth, Sydney and New Glasgow. The determing factor for arriving at these divisions was the incidence of collective agreements in a particular area made available to the Nova Scotia Department of Labour.

Any agreements that did not expire prior to January 1, 1971 and which became effective before June 1, 1971 were included in the analysis.

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1 Statistics Canada, "Estimates of Employees by Province and Industry," Catalogue No. 72-008. February, 1971.

2 For definition refer to Forword, page iii.

3 Economics and Research Division, Nova Scotia Department of Labour, "Handbook on Labour Unions in Nova Scotia," 1971. Fall, 1971.

REGIONAL COMPARISONS

UNION SECURITY

The majority of contracts in the New Glasgow and Sydney areas called for union shop while in the Halifax-Dartmouth areas the Rand Formula method prevails. Preferential hiring of union members was found in 77 percent of the agreements covering Halifax, New Glasgow and Sydney.

NUMBER OF ARBITRATORS

The three-man arbitration board which was most prevalent in the 1969 survey (found in approximately 70 percent of the agreements) has been displaced by the single arbitrator in 1971. Eleven out of 14 agreements in the Halifax-Dartmouth area; five out of five in the New Glasgow area and two out of three in the Sydney area specified the latter method for final settlement of contract disputes.

COMPLAINANT'S STATUS

The status of an employee considering himself unfairly dismissed from his job was clearly defined in the majority of the agreements analyzed. Eleven in the Halifax-Dartmouth area; six in the New Glasgow area and two in the Sydney area provided that an employee be reimbursed for time lost if subsequently exonerated.

PAID STATUTORY HOLIDAYS

The majority of agreements in the three urban areas do not provide for paid statutory holidays (if not worked) but instead specify two percent holiday pay be claimed for paid statutory holidays worked.

STATUTORY HOLIDAYS

All agreements in both the New Glasgow and Sydney area, and all but two agreements in the Halifax-Dartmouth area, provide for a premium rate of pay of double time for statutory holidays worked; however, if an employee did not work on the particular holiday he would not receive any pay. Between seven and nine holidays were specified in the majority of contracts analyzed.

PAID VACATIONS

Eleven of 14 agreements in the Halifax-Dartmouth area called for six percent vacation pay, one for four percent, and the remainder provided for vacation time. In the New Glasgow area, seven agreements called for six percent, one for eight percent and two for nine percent vacation pay. All agreements in the Sydney area provided for six percent vacation pay.

OVERTIME

For work in excess of the normal daily or weekly hours, a graduated premium rate of pay consisting of time and one half for the first four hours and double time thereafter was common in both Halifax-Dartmouth and New Glasgow areas. The majority of contracts in the Sydney area stipulated time and one-half.

The majority of contracts in the Halifax-Dartmouth and New Glasgow areas had a similar provision for work performed on Saturday while in the Sydney area double time prevailed.

There was complete accord amongst all agreements analyzed for work performed on Sunday - agreements called for double time.

SHIFT PROVISIONS

The most common provision in the three areas for work performed on a shift other than the normal working shift was eight hours pay for seven hours worked.

I. UNION SECURITY PROVISIONS

I UNION SECURITY PROVISIONS

TERM OF AGREEMENT

Approximately one-half of the agreements in the 1971 survey call for a contract life within a two to three-year period as compared to slightly more than one-quarter of the agreements analyzed in 1969.

EMPLOYER UNIT

Slightly over 50 percent of the contracts analyzed were entered into a single employer basis while the remainder were represented by an employer association.

This compares to 60 percent of the 1969 agreements which were entered into on a mutilateral basis.

SECURITY PROVISIONS

The most dominant type of security provision found was union shop which accounted for 67 percent of the agreements analyzed as opposed to 70 percent in 1969.

CHECK-OFF

Nearly 99 percent of the agreements stipulated that the payment of union dues was a necessary prerequisite for continued employment.

HIRING PROCEDURE

Approximately 91 percent of all contracts called for preference to be given to union members in case of additions to the work force. Only when the union could not provide the necessary workers could the employer hire from outside the union ranks.

I. UNION SECURITY PROVISIONS

TABLE 1: TERM OF AGREEMENT

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
One year	9	12.3
More than one but less than two	8	11.0
Two years	15	20.5
More than two but less than three	35	47.8
Three years	5	6.9
More than three years	1	1.5
TOTAL	73	100.0

TABLE 2: EMPLOYER UNIT

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Single employer	37	50.7
Several employers	-	-
Employer association	36	49.3
TOTAL	73	100.0

TABLE 3: SECURITY PROVISIONS

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Closed shop	3	4.1
Union shop	49	67.1
Modified union shop with maintenance of membership	-	-
Rand formula	20	27.4
Open shop	-	-
Modified rand	1	1.4
TOTAL	73	100.0

TABLE 4: CHECK-OFF

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Compulsory for all employees with closed or union shop	51	69.9
Compulsory for all employees without closed or union shop	21	28.7
Compulsory for union members	1	1.4
Voluntary and revocable	-	-
Voluntary (revocability not mentioned)	-	-
TOTAL	73	100.0

TABLE 5: HIRING PROCEDURE

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Preferential hiring of union members	66	90.4
Preferential hiring of local members	-	-
No provision	7	9.6
TOTAL	73	100.0

II. EMPLOYEES SECURITY PROVISIONS

II EMPLOYEES SECURITY PROVISIONS

GRIEVANCE PROCEDURE

Only slightly over one-quarter of the agreements studied made specific provisions as to the exact procedure for initiating a grievance, that is, whether it be written or oral. In approximately 73 percent of the agreements, no specific time period was provided in which an agrieved employee was to make his grievance known.

Twenty-six percent of the agreements did not stipulate what the complainant's status was following dismissal, that is, whether he would be reimbursed if exonerated or whether he could appeal his case following dismissal. Therefore, during the two survey periods, the frequency of this provision in collective agreements has increased from approximately 40 percent inclusion in 1969 to 74 percent inclusion in the present survey.

All contracts included in the survey stipulated the exact composition of the arbitration board. The majority, 59 percent of the contracts, provided for a single umpire and 41 percent for a three man board. In the 1969 survey, there were twice as many contracts which called for a three man board rather than a single umpire.

II EMPLOYEES SECURITY PROVISIONS

TABLE 6: GRIEVANCE PROCEDURE

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Mode of Presentation		
Written	14	19.1
Oral	5	6.8
Either written or oral	2	2.7
Not specifically stated	52	71.4
No provision	-	-
TOTAL	73	100.0
Length of Time to Initiate Grievance		
24 hours	1	1.4
48 hours	-	-
2 working days	10	13.6
5 working days	-	-
Over 5 days	9	12.3
Not specifically stated	52	71.3
No provision	1	1.4
TOTAL	73	100.0

TABLE 6: GRIEVANCE PROCEDURE (cont'd)

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Number of Arbitrators		
Single umpire	43	58.9
Three man board	30	41.1
No provision	-	-
TOTAL	73	100.0
Complainant's Status		
Suspended at discretion of employer, re-imbursement if exonerated	51	69.9
Appeal after dismissal where discharge is involved	-	-
Appeal where dismissal is involved	3	4.1
No provision	19	26.0
TOTAL	73	100.0

III. ECONOMIC FACTORS PROVISION

III ECONOMIC FACTORS PROVISION

HOURS OF WORK

The percentage of agreements calling for a 40-hour work week has increased from 88 percent in 1969 to 95 percent in 1971.

OVERTIME RATES

Premium rates of pay for work performed after daily or weekly hours ranged from time and one-half for all overtime work to a combination of time and one-half for the first four hours and double time thereafter. The latter provision is found in 43 percent of the agreements.

Negligible changes were recorded over the two survey reference periods for work performed on Saturdays and Sundays. Time and one-half for Saturday morning, double time on Saturday afternoon and for work performed on Sunday remained the most common type of provision.

SHIFT PROVISION

The clause having the highest frequency in regards to work performed on a shift other than normal, remained at eight hours pay for seven hours worked.

"PAID" STATUTORY HOLIDAYS

The number of agreements allowing for payment on a Statutory Holiday, when not worked, decreased from 50 percent in 1969 to 41 percent in 1971. Supplemental pay of double time for such days worked was the most prominent method. The majority of contracts providing for paid Statutory Holidays in 1969 required the employee to render the normal shifts prior to and following a holiday, whereas in 1971, approximately 85 percent specified no provision.

STATUTORY HOLIDAYS PAID AT PREMIUM RATES (IF WORKED)

All but three of the agreements analyzed provided that when a statutory holiday was worked by an employee, such hours would be paid at a premium rate; however, if not worked, no pay would be forthcoming. Nearly all the agreements (93 percent) provided for a premium rate of pay of double time.

EMPLOYMENT RATIO OF APPRENTICES TO JOURNEYMEN

Various trades have different requirements as to the maximum number of apprentices that must serve under a specified number of journeymen. The ratio ranges from one apprentice to one journeymen, to one apprentice to five journeymen.

INDUSTRIAL SAFETY

Approximately one-third of the agreements included some type of safety clause, a decline of 20 percent from the 1969 survey. These ranged from specific conditions that must be met to a casual mention that the safety of the employees was of concern to the company. Less than half of the contracts provided safety equipment either at some cost or no cost to the employee, and more than one-third provided work clothing at no cost to the employee.

FRINGE BENEFITS

A wide variety of fringe benefits ranging from paid rest periods to commuting allowance to adequate eating and toilet facilities were found in a varying percentage of the agreements studied. Of the 17 classifications utilized, ten were found in more than 50 percent of the contracts indicating an increasing awareness towards fringe benefits over the two year period.

BASE RATE INCREASE

The base rate increase is calculated compoundly utilizing the following formula: $\log 1 + r = \frac{12}{P} (\log Wn - \log Wo)$

Where r times 100 is the average annual percentage increase expressed at the compounded rate, P is the duration of the contract expressed in months, Wn is the wage rate on the last day of the new agreement and Wo is the wage rate on the last day of the old agreement.

By using this method, increases in wages expressed as a percentage facilitate the comparison of settlements of differing duration and accurately reflects the annual rate at which wages are increasing. (See Table 16, Page 26)

Occupational wage rates are also presented by region and effective date. The regions used are Halifax, Dartmouth, New Glasgow, South Shore-Valley Region and Sydney. (See Table 17, Page 27)

III ECONOMIC FACTORS PROVISIONS

TABLE 7: HOURS OF WORK

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Under 40 hours per week	-	-
40 hours per week	69	94.5
45 hours per week	-	-
48 hours per week	-	-
50 hours per week	1	1.4
See agreement [1]	3	4.1
TOTAL	73	100.0

1. Varies with nature of project and the weather conditions.

TABLE 8: OVERTIME RATES: DAILY AND WEEKLY HOURS

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Time and one-half	18	24.7
Time and one-half for two hours and double time thereafter	10	13.7
Time and one-half for four hours and double time thereafter	32	43.8
Time and one-half for six hours and double time thereafter	4	5.4
Time and one-half for twelve hours and double time thereafter	-	-

TABLE 8: OVERTIME RATES: DAILY AND WEEKLY HOURS (cont'd)

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Time and one-half for thirteen hours and double time thereafter	-	-
Double time	8	11.1
No provision	1	1.3
See agreement	-	-
TOTAL	73	100.0
Overtime Rates on Saturday		
Time and one-half	5	6.8
Time and one-half for two hours and double time thereafter	-	-
Time and one-half for four hours and double time thereafter	41	56.2
Double time	22	30.1
No provision	1	1.4
See agreement [2]	2	2.7
Time and one-half for eight hours and double time thereafter	1	1.4
Time and one-half for two hours and double time thereafter	1	1.4
TOTAL	73	100.0

2. (a) Varies with particular job, but where possible, it is time and one-half for the morning and double time in the afternoon.

(b) Varies with the nature of the job.

TABLE 8: OVERTIME RATES: DAILY AND WEEKLY HOURS (cont'd)

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Overtime Rates on Sunday		
Double time	73	100.0
Time and one-half for four hours and double time thereafter	-	-
Time and one-half in morning and double time in the afternoon	-	-
No provision	-	-
TOTAL	73	100.0

TABLE 9: SHIFT PROVISIONS

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Eight hours pay for seven hours worked	39	53.5
Second shift-eight hours pay for seven hours worked; third shift-nine hours pay for seven hours worked	1	1.3
Second and third shifts-fifteen percent over basic rate	2	2.7
Second and third shifts-ten cents per hour over basic rate	2	2.7
Second shift-fifteen percent over basic rate; third shift-eighteen percent over basic rate	2	2.7

TABLE 9: SHIFT PROVISIONS (cont'd)

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Second shift-nine hours pay for eight hours worked; third shift-ten hours pay for eight hours worked	1	1.3
Second and third shifts-ten percent premium over basic rate	10	14.0
Second shift-eight hours pay for seven hours worked; third shift-eight hours pay for six hours worked	1	1.3
Second shift-eight hours pay for seven and one-half hours worked; third shift-eight hours pay for seven hours worked	4	5.5
See agreement	2	2.7
Second shift-nine cents per hour over basic rate; third shift-eleven cents per hour over basic rate	1	1.3
No provision	8	11.0
TOTAL	73	100.0

TABLE 10: "PAID" STATUTORY HOLIDAYS

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Paid Statutory Holidays (if not worked)		
Labour Day only	4	5.5
Two	-	-
Three	3	4.1
Four	1	1.3

TABLE 10: PAID STATUTORY HOLIDAYS (cont'd)

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Six	3	4.1
Seven	-	-
Eight	4	5.5
Nine	1	1.3
Two percent holiday pay	14	19.2
See Agreement	-	-
No provision	43	59.0
TOTAL	73	100.0
Premium Rates for "Paid" Statutory Holidays Worked		
Double time	17	23.3
Double time and one-half	1	1.4
Triple time	2	2.7
See agreement	-	-
No provision	53	72.6
TOTAL	73	100.0
Requirements for "Paid" Statutory Holidays		
Render normal shifts prior to and following holiday	11	15.1
Render normal shifts prior to and following holiday plus thirty days	-	-
Render noraml shifts prior to and following holiday plus previous week	-	-

TABLE 10: PAID STATUTORY HOLIDAYS (cont'd)

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
No provision	62	84.9
TOTAL	73	100.0

TABLE 11: STATUTORY HOLIDAYS

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Statutory Holidays Paid at Premium Rates (if worked)		
Five	-	-
Six	1	1.4
Seven	2	2.7
Eight	30	41.1
Nine	37	50.7
Ten	-	-
Statutory Holidays	-	-
See agreement	-	-
No provision	3	4.1
TOTAL	73	100.0

TABLE 11: STATUTORY HOLIDAYS (cont'd)

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Premium Rates for Holidays Worked		
Time and one-half	1	1.4
Double time	68	93.1
See Agreement	1	1.4
No provision	3	4.1
TOTAL	73	100.0

TABLE 12: PAID VACATIONS

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
Paid Vacations - General		
Provision for two weeks or four percent vacation pay only	4	5.4
Provision for more than four percent vacation pay or two weeks	69	94.6
No provision	-	-
TOTAL	73	100.0
Paid Vacation - Three Weeks or Six Percent Vacation Pay		
After one year	56	76.7
After ten years	2	2.7
After fifteen years	-	-
After twenty years	-	-
No provision	15	20.6
TOTAL	73	100.0

TABLE 13: EMPLOYMENT RATES OF APPRENTICES TO JOURNEYMEN

PROVISION	NUMBER OF AGREEMENTS	PERCENTAGE
One apprentice to one journeyman	3	4.1
One apprentice to one journeyman or one apprentice to two journeymen	-	-
One apprentice to two journeymen	9	12.3
One apprentice to three journeymen	16	21.9
One apprentice to four journeymen	7	9.6
One apprentice to five journeymen	2	2.7
One apprentice to six journeymen	-	-
See agreement	1	1.4
No provision	35	48.0
TOTAL	73	100.0

TABLE 14: INDUSTRIAL SAFETY

PROVISION	WITH PROVISION	%	NO PROVISION	%	TOTAL	%
Safety	26	35.6	47	64.4	73	100.0
First Aid	28	38.3	45	61.7	73	100.0
Safety equipment -at no cost to employee	25	34.2	48	65.8	73	100.0
-at some cost to employee	10	14.0	63	86.0	73	100.0
Work clothing-at no cost to employee	24	32.9	49	67.1	73	100.0
-at some cost to employee	-	-	-	-	-	-

TABLE 15: FRINGE BENEFITS

PROVISION	WITH PROVISION	%	NO PROVISION	%	TOTAL	%
Paid rest periods	48	65.7	25	34.3	73	100.0
Apprenticeship training program	45	61.6	28	38.4	73	100.0
Reporting pay guarantee - general	2	2.7	71	97.3	73	100.0
One hour	1	1.3	72	98.7	73	100.0
Two hours	40	54.7	33	45.3	73	100.0
Three hours	2	2.7	71	97.3	73	100.0
Four hours	7	9.6	66	90.4	73	100.0
Call-out pay guarantee	17	23.2	56	76.8	73	100.0
Notice of layoffs	50	68.5	23	31.5	73	100.0
Tools when provided free or at reduced rates by company	31	42.5	42	57.5	73	100.0
Storage space for tools	30	41.1	43	58.9	73	100.0
Joint conference board	38	52.1	45	47.9	73	100.0
Commuting allowance	12	16.4	61	83.6	73	100.0
Board and Lodging allowance	39	53.4	34	46.6	73	100.0
Allowance for travel to work inside city limits or other designated area	6	8.2	67	91.8	73	100.0
Allowance for travel to work outside city limits or other designated area	44	60.3	39	39.7	73	100.0
Availability of drinking water	45	61.6	38	38.4	73	100.0
Toilet facilities	44	60.3	39	39.7	73	100.0

TABLE 15: FRINGE BENEFITS (cont'd)

PROVISION	WITH PROVISION	%	NO PROVISION	%	TOTAL	%
Adequate eating facilities	44	60.3	29	39.7	73	100.0
Provision limiting or prohibiting moonlighting	36	49.3	37	50.7	73	100.0
Height pay	3	4.1	70	95.9	73	100.0

TABLE 16: BASE RATE INCREASE

	Lowest Wage Paid		Base Rate Increase	
	1969 ($)	1971 ($)	1969 (%)	1971 (%)
Male	2.50	4.00	10.8	13.0

NOTE: The annual base wage increase is calculated as a percentage of the lowest wage paid in all agreements and therefore is expressed as an average.

TABLE 17: BASIC HOURLY WAGES BY OCCUPATION

Halifax - Dartmouth Region

TRADE - JURISCICTION	EFFECTIVE DATES					
	August 21/71 to December 31/70	January 1/71 to April 30/71	May 1/71 to October 31/71	November 1/71 to April 30/72	May 1/72 to October 31/72	November 1/72 to April 30/73
Carpenters						
Halifax County (West)	3.70	3.85	4.10	4.40	4.65	5.05
Halifax County (East)	3.20	3.35	3.60	3.90	4.20	4.65
	September 4/70 to November 30/70	December 1/70 to April 30/71	May 1/71 to November 30/71	December 1/71 to April 30/72	May 1/72 to November 30/72	December 1/72 to April 30/73
Electricians	4.53	4.75	4.97	5.19	5.41	5.63
	August 28/70 to December 31/70	January 1/71 to April 30/71	May 1/71 to October 31/71	November 1/71 to April 30/72	May 1/72 to October 31/72	November 1/72 to April 30/73
Labourer						
Halifax County (West of Musquodoboit River)	2.95	3.10	3.35	3.65	3.90	4.30

TABLE 17: BASIC HOURLY WAGES BY OCCUPATION

Halifax - Dartmouth Region (Cont'd)

TRADE - JURISDICTION	EFFECTIVE DATES					
	August 28/70 to December 31/70	January 1/71 to April 30/71	May 1/71 to October 31/71	November 1/71 to April 30/72	May 1/72 to October 31/72	November 1/72 to April 30/73
Labourer (Cont'd)						
Premium Rates:						
Reinforcing Steel	.25	.25	.25	.25	.25	.25
Mixing Mortar of plaster	.10	.10	.10	.10	.10	.10
Jackhammers and air operated chipping hammers	.15	.15	.15	.15	.15	.15

	September 11/70 to April 30/71	May 1/71 to October 31/71	November 1/71 to April 30/72	May 1/72 to October 31/72	November 1/72 to April 30/73
Soft Tile and Carpet Layers	3.30	3.45	3.65	4.05	4.50

	October 13/70 to April 30/71	May 1/71 to October 31/71	November 1/71 to April 30/72	May 1/72 October 31/72	November 1/72 to April 30/73
Drywall Finishers Section	3.80	3.95	4.15	4.55	5.00

TABLE 17: BASIC HOURLY WAGES BY OCCUPATION

Halifax - Dartmouth Region (Cont'd)

TRADE - JURISDICTION	EFFECTIVE DATES				
	August 24/70 to April 30/71	May 1/71 to October 31/71	November 1/71 to April 30/72	May 1/72 to October 31/72	November 1/72 to April 30/73
Painter	3.30	3.45	3.65	4.05	4.50
Premium Rates:					
Spray Guns	.15	.15	.15	.15	.15
Paperhangers	.15	.15	.15	.15	.15

	April 30 /70 to October 31/70	November 1/70 to April 30/71	May 1/71 to October 31/71	November 1/71 to April 30/72	May 1/72 to October 31/72	November 1/72 to April 30/73
Plasterers	3.88	4.08	4.28	4.48	4.68	4.88

	June 5/70 to October 30/70	November 1/70 to April 30/71	May 1/71 to October 31/71	November 1/71 to April 30/72	May 1/72 to October 31/72	November 1/72 to April 30/73
Plumbers	4.46	4.66	4.86	5.06	5.26	5.46

TABLE 17: BASIC HOURLY WAGES BY OCCUPATION

Halifax-Dartmouth Region (Cont'd)

TRADE - JURISDICTION

	EFFECTIVE DATES					
	August 26/70 to October 31/70	November 1/70 to April 30/71	May 1/71 to October 31/71	November 1/71 to April 30/72	May 1/72 to October 31/72	November 1/72 to April 30/73
Sheet Metal Mechanics	4.46	4.66	4.86	5.06	5.26	5.46
Halifax County (West of Musquodoboit River)	**April 30/70 to December 31/70**	**January 1/71 to April 30/71**	**May 1/71 to October 31/71**	**November 1/71 to April 30/72**	**May 1/72 to October 31/72**	**November 1/72 to April 30/73**
Roofers	3.10	3.25	3.50	3.80	4.05	4.45
Helpers	2.95	3.10	3.35	3.65	3.90	4.30
Pot or Kettle Man	3.10	3.25	3.50	3.80	4.05	4.45

TABLE 17: BASIC HOURLY WAGES BY OCCUPATION

NEW GLASGOW REGION

TRADE - JURISDICTION	EFFECTIVE DATES					
Cumberland and Colchester Counties	August 21/70 to October 31/70	November 1/70 to April 30/71	May 1/71 to October 31/71	November 1/71 to April 30/72	May 1/72 to October 31/72	November 1/72 to April 30/73
Carpenter	3.30	3.55	3.80	4.05	4.35	4.65
Pictou and Guysborough Counties						
Carpenter	3.55	3.80	4.05	4.30	4.55	4.80
Antigonish County	August 20/70 to December 31/70	January 1/71 to April 30/71	May 1/71 to October 31/71	November 1/71 to April 30/72	May 1/72 to October 31/72	November 1/72 to April 30/73
Carpenter	3.30	3.80	4.05	4.30	4.50	4.70
Colchester, Cumberland Pictou, Antigonish and Guysborough Counties	February /71 to April 29/71	April 30/71 to December 29/71	December 31/71 to June 29/72	June 30/70 to December 29/72	December 30/72 to April 30/73	
Electrician 1 Commercial	4.15	4.40	4.75	5.10	5.50	
Electrician 2 Industrial	5.15	5.40	5.70	5.90	6.20	

TABLE 17: BASIC HOURLY WAGES BY OCCUPATION

NEW GLASGOW REGION (CONT'D)

TRADE - JURISDICTION

Cumberland and Colchester Counties	EFFECTIVE DATES					
	August 18/70 to October 31/70	November 1/70 to April 30/71	May 1/71 to October 31/71	November 1/71 to April 30/72	May 1/72 to October 31/72	November 1/72 to April 30/73
Labourer	2.50	2.70	2.90	3.15	3.40	4.00
Antigonish, Guysborough and Pictou Counties						
Labourer	2.85	3.05	3.25	3.50	3.75	4.10
Premium Rates:						
Truck Driver	.15	.15	.15	.15	.15	.15
Steel-Tyer Off Plans	.20	.20	.20	.20	.20	.20
Steel Tyer	.15	.15	.15	.15	.15	.15
Winch, Hoist and Mixer Operators	.15	.15	.15	.15	.15	.15
Chipping Hammers (all types)	.10	.10	.10	.10	.10	.10
Trade Helpers	.10	.10	.10	.10	.10	.10
Working on Swinging Stage	.10	.10	.10	.10	.10	.10

Cumberland, Colshester, Pictou, Guysborough and Antigonish Counties	EFFECTIVE DATES				
	January 6/71 to April 30/71	May 1/71 to October 31/71	November 1/71 to April 30/72	May 1/72 to October 31/72	November 1/72 to April 30/73
Painter (Industrial Rate) [2]	3.15	3.40	3.60	3.90	4.30
Premium Rates:					
Spray Guns	.15	.15	.15	.15	.15
Paperhangers	.15	.15	.15	.15	.15

TABLE 17: BASIC HOURLY WAGES BY OCCUPATION

NEW GLASGOW REGION (CONT'D)

TRADE - JURISDICTION

Antigonish, Cumberland, Colchester, Pictou and Guysborough Counties [3]	EFFECTIVE DATES					
	November 30/70 to December 31/70	January 1/71 to May 30/71	June 1/71 to December 31/71	January 1/72 to May 30/72	June 1/72 to December 31/72	January 1/73 to April 30/73
Plumber	4.95	5.05	5.15	5.35	5.55	5.75
Cumberland and Colchester Counties						
	April 30/70 to October 31/70	November 1/70 to April 30/71	May 1/71 to October 31/71	November 1/71 to April 30/72	May 1/72 to October 31/72	November 1/72 to April 30/73
Roofer	2.65	2.85	3.05	3.30	3.55	4.15
Helper	2.50	2.70	2.90	3.15	3.40	4.00
Pot or Kettle Man	2.65	2.85	3.05	3.30	3.55	4.15
Antigonish, Guysborough and Pictou Counties						
Roofer	3.00	3.20	3.40	3.65	3.90	4.25
Helper	2.85	3.05	3.25	3.50	3.75	4.10
Pot or Kettle Man	3.00	3.20	3.40	3.65	3.90	4.25

TABLE 17: BASIC HOULRY WAGES BY OCCUPATION

NEW GLASGOW REGION (CONT'D)

TRADE-JURISDICITION	EFFECTIVE DATES					
Guysborough, Pictou, Antigonish, Cumberland and Colchester Counties	August 10/70 to November 30/70	December 1/70 to May 31/71	June 1/71 to November 30/71	December 1/71 to May 31/72	June 1/72 to November 30/72	December 1/72 to May 31/73
Rodman	3.55	3.80	4.05	4.30	4.55	4.80

1. Projects valued in excess of $75,000.
2. Projects valued in excess of $7,000,000.
3. Rates apply to industrial projects, which is defined as any construction project or operation constructed to manufacture any product for resale.

TABLE 17: BASIC HOURLY WAGES BY OCCUPATION

SOUTH SHORE-VALLEY REGION

TRADE-JURISDICTION	EFFECTIVE DATES					
Lunenburg and Shelburne Counties	August 21/70 to December 31/70	January 1/71 to April 30/71	May 1/71 to October 31/71	November 1/71 to April 30/72	May 1/71 to October 31/72	November 1/72 to April 30/73
Carpenters						
Domestic [1]	2.20	2.40	2.60	2.85	3.10	3.40
Commercial	2.85	3.05	3.25	3.45	3.65	3.85
Queen's County						
Carpenters						
Domestic [1]	2.20	2.40	2.60	2.85	3.10	3.40
Commercial	2.85	3.05	3.25	3.45	3.65	3.85

	August 1/70 to January 14/71	January 15/71 to August 1/71
Bridgewater [4]		
Carpenter (Industrial Rate)	4.75	5.00

	November 26/71 to December 31/70	January 1/71 to April 30/71	May 1/71 to October 31/71	November 1/71 to April 30/72	May 1/72 to October 31/72	November 1/72 to April 30/73
Lunenburg, Queen's and Shelburne Counties						
Labour						
Domestic [1]	1.70	1.95	2.05	2.30	2.60	2.90
Commercial	2.30	2.40	2.60	2.85	3.05	3.30
Premium Rates						
Reinforcing Steel	.25	.25	.25	.25	.25	.25
Mixing Mortar or Plaster	.10	.10	.10	.10	.10	.10
Jackhammers and Air Operated Chipping Hammers	.15	.15	.15	.15	.15	.15

TABLE 17: BASIC HOURLY WAGES BY OCCUPATION

SOUTH SHORE-VALLEY REGION (CONT'D)

TRADE-JURISDICTION	EFFECTIVE DATES					
Lunenburg, Queen's and Shelburne Counties	February 4/71 to April 30/71	May 1/71 to October 31/71	November 1/71 to April 30/72	May 1/72 to October 31/72	November 1/72 to April 30/73	
Sheet Metal Mechanic	3.25	3.50	3.75	4.00	4.25	
	April 30/70 to December 31/70	January 1/71 to April 30/71	May 1/71 to October 31/71	November 1/71 to April 30/72	May 1/72 to October 31/72	November 1/72 to April 30/73
Roofer 1	1.85	2.10	2.20	2.45	2.75	3.05
Commercial	2.45	2.55	2.75	3.00	3.20	3.45
Helper 1	1.70	1.95	2.05	2.30	2.60	2.90
Commercial	2.30	2.40	2.60	2.85	3.05	3.30
Pot or Kettle Man	1.85	2.10	2.20	2.45	2.75	2.90
Commercial	2.45	2.55	2.75	3.00	3.20	3.45
Hants, Kings and Annapolis	December 17/70 to April 30/71	May 1/71 to October 31/71	November 1/71 to April 30/72	May 1/72 to October 31/72	November 1/72 to April 30/73	
Carpenter	3.05	3.25	3.45	3.80	4.10	

TABLE 17: BASIC HOURLY WAGES BY OCCUPATION

SOUTH SHORE-VALLEY REGION (CONT'D)

TRADE-JURISDICTION	EFFECTIVE DATES					
	November 26/70 to December 31/70	January 1/71 to April 30/71	May 1/71 to October 31/71	November 1/71 to April 30/71	May 1/72 to October 31/72	November 1/72 to April 30/73
Labourer	2.30	2.40	2.60	2.85	3.05	3.30
Premium Rates						
Reinforcing Steel	.25	.25	.25	.25	.25	.25
Mixing Mortar of Plaster	.10	.10	.10	.10	.10	.10
Jackhammers and Air Operated Chipping Hammers	.15	.15	.15	.15	.15	.15
Roofer	2.45	2.55	2.75	3.00	3.20	3.45
Helper	2.30	2.40	2.60	2.85	3.05	3.30
Pot or Kettle Man	2.45	2.55	2.75	3.00	3.20	3.45

1. Projects valued in excess of $75,000.

4. Applies to construction of facilities at Michelin Tire Corporation at Bridgewater.

TABLE 17: BASIC HOURLY WAGES BY OCCUPATION

CAPE BRETON ISLAND

TRADE-JURISDICITION	EFFECTIVE DATES			
	June 1/70 to May 31/71	June 1/71 to May 31/72		
Carpenter	4.05	4.70		
	July 1/70 to December 31/70	January 1/71 to June 30/71	July 1/71 to December 31/71	January 1/72 to June 30/72
Carpenter (Industrial Rate) [2]	4.38	4.78	5.18	5.58
Electrician (Industrial Rate) [2]	4.80	5.20	5.60	6.00
	July 2/70 to December 31/70	January 1/71 to June 30/71	July 1/71 to April 30/72	
Electrician	3.90	4.40	4.90	
	November 2/70 to December 31/70	January 1/70 to May 31/71	June 1/71 to May 31/72	
Painter	3.36	3.76	4.10	
Spray Painter	3.61	4.01	4.35	
Paperhanger	3.61	4.01	4.35	
Gyproc Filler	3.61	4.01	4.35	

TABLE 17: BASIC HOURLY WAGES BY OCCUPATION

CAPE BRETON ISLAND (CONT'D)

TRADE-JURISDICTION	EFFECTIVE DATES			
	November 2/70 to December 31/70	January 1/71 to June 30/71	July 1/71 to December 31/71	January 1/72 to May 31/72
Painter (Industrial Rate)[2]	3.70	4.10	4.50	4.90
	to October 31/70	November 1/70 to April 30/71	May 1/71 to April 30/72	
Plumber	3.70	4.20	4.70	
	May 1/70 to October 31/70	November 1/70 to April 30/71	May 1/71 to October 31/71	November 1/71 to April 30/71
Sheet Metal Mechanic	3.75	4.00	4.25	4.55
	June 1/70 to November 30/70	December 1/70 to May 30/71	June 1/71 to May 31/72	
Roofer	3.55	3.90	4.10	
Labour (1-999 hours)	3.10	3.45	3.65	
Assistant (1,000-9,999 hours)	3.25	3.60	3.80	

2. Projects valued in excess of $7,000,000.

TABLE 17: BASIC HOURLY WAGES BY OCCUPATION

PROVINCIAL

TRADE-JURISDICTION	EFFECTIVE DATES				
	September 15/69 to November 30/69	December 1/69 to May 31/70	June 1/70 to May 31/71	June 1/71 to November 30/71	December 1/71 to May 31/72
Heat and Frost Insulators and Asbestos Workers	3.71	4.01	4.41	4.63	4.85
	July 1/70 to December 31/70	January 1/71 to June 30/71	July 1/71 to December 31/71	January 1/72 to June 30/72	
Millwrights	5.00	5.40	5.80	6.20	
	August 28/70 to December 31/71	January 1/71 to April 30/71	May 1/71 to October 31/71	November 1/71 to April 30/72	May 1/72 to October 31/72	November 1/72 to April 30/73
Operating Engineers						
Group 4	3.05	3.20	3.45	3.75	4.00	4.30
Group 3	3.20	3.40	3.65	3.95	4.20	4.50
Group 2	3.40	3.60	3.85	4.15	4.40	4.70
Group 1	3.60	3.80	4.05	4.35	4.60	4.90
Group A	3.80	4.00	4.25	4.55	4.80	5.10
Premium Over Group A Rates						
Operators of Mobile Cranes in Rental Fleets:						
(1) Under 140 foot boom	.20	.20	.20	.20	.20	.20
(2) Over 140 foot boom	.45	.45	.45	.45	.45	.45
Skyway crane, operating from mast	.30	.30	.30	.30	.30	.30

APPENDIX I

LIST OF COMPANIES AND ASSOCIATIONS

COVERED BY BUILDING

TRADES SURVEY

Adam Clark Company Limited
Anco Construction Limited
C. A. Annand Limited
Bacon Engineering Limited
John Burns Limited
Canadian Pittsburgh Industries Limited
Catalytic Enterprises Limited
Construction Association of Nova Scotia
Dartmouth Asphalt Company Limited
Electrical Contractors of Nova Scotia
Ellis-Don Limited
Fraser-Brace Engineering Limited
Gregorie and Freres Construction Incorporated
Robert Higgins Construction Company Limited
Robert L. Hirtle Limited
S. Jachimowicz Limited
Henry J. Kaiser Company (Canada) Limited
Keltic Construction Limited
Levatte's Construction Company Limited
J. W. Lindsay Enterprises Limited
J. M. MacIntosh Equipment Rentals Limited
H. G. MacIsaac Limited
Hugh MacMannus Company Limited
Martell's Construction Limited
Masonry Contractors Association of Nova Scotia
Mill Services Limited
Municipal Ready Mix Limited
Ralph Parsons Construction Company of Canada Limited
Carl W. Penny Limited
Port Hawkesbury Crane Rentals Limited
Pneumatic Control System Council
A. D. Ross and Company Limited
Rust Associates Limited
Scotia Dry Wall Limited
Scotia Glass Limited
Travers Construction and Engineering Limited
Waverly Construction Company

APPENDIX II

LIST OF UNIONS IN

BUILDING TRADES SURVEY

International Brotherhood of BOILERMAKERS, Iron Ship Builders, Blacksmiths, Forgers and Helpers

BRICKLAYERS, Masons and Plasterers' International Union of America

International Association of BRIDGE, Structural and Oramental Iron Workers

United Brotherhood of CARPENTERS and Joiners of America

International Brotherhood of ELECTRICAL Workers

International Union of Operating ENGINEERS

International Association of Heat and Frost INSULATORS and Asbestos Workers

LABOURERS' International Union of America

International Brotherhood of PAINTERS and Allied Trades of America

Operative PLASTERERS' and Cement Masons International Association of the United States and Canada

United Association of Journeymen and Apprentices of the PLUMBING and Pipefitting Industry of the United States and Canada

SHEET Metal Workers' International Association

International Brotherhood of TEAMSTERS, Chauffeurs, Warehousemen and Helpers of America

CURRENT PUBLICATIONS - NOVA SCOTIA DEPARTMENT OF LABOUR

1. Directory of Labour Unions in Nova Scotia - 1971 (1971)
2. Labour Legislation in Nova Scotia - 1971 (1971)
3. Labour Organization in Nova Scotia - 1971 (1971)
4. Nova Scotia Apprenticeship Statistics - 1971 (1971)
5. Nova Scotia Department of Labour Annual Report - 1970 (1971)
6. Average Weekly Wages and Salaries in the Sixties by Industry in Nova Scotia -(1970)
7. 1970 Wage Rates, Salaries and Hours of Labour in Nova Scotia. (1971)
8. Apprenticeship Training in Nova Scotia . (1969)
9. Collective Agreement Survey - Building Trades of the Construction Industry. 1971 (1971)
10. Collective Agreement Survey - Hospitals - 1971 (1971)
11. Collective Agreement Survey - Manufacturing Industry - 1971 (1971)
12. Pilot Survey - Small Firm Wage Rates, Salaries and Hours of Labour. Nova Scotia - 1968 (1969)
13. Working Conditions in Nova Scotia - 1967 (1968)
14. Technological Change Provisions in the Manufacturing Industry in Nova Scotia - 1967
15. The Nova Scotia Department of Labour - (1967)
16. Chart Analysis of Manpower Training Requirements for Nova Scotia. 1970 and 1975 (1966)
17. Manpower Training Requirements for Nova Scotia 1970 and 1975. (1965)

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